



C.E.P. Local 76

Impact of Company Downsizing On Local 76

Potentially 108 People end 2007

- 31 Maintenance
- 77 Operations

- 34 early retirement packages for 37 1/3 work week already available
- 74 further packages required or there will be lay offs!
- 48 more slated for 2009

Local 76

End of 2006	409
Operations	204
Maintenance	205

What changes are in progress

Changes Announced

- Hours of Work – 37 1/3 to 40 hr work week
- Distribution

Early Retirement Packages Approved

- | | |
|--|----------------|
| <input type="checkbox"/> 20 Operations | 14 Maintenance |
| • 3 Utilities | 1 Millwright |
| • 3 TMP | 1 Electrician |
| • 2 Bleach Plant | 1 Machinist |
| • 6 Distribution | 1 Sheet metal |
| • 3 Finishing | 2 PipeFitters |
| • 3 Fibre Handling | 3 Welders |
| | 2 Yard Crew |
| | 3 Lubrication |

Mechanical Pulp

	Current	2007 May	2008 Q1	2009 Q4	2 M/C	Comments
#1 TMP	4	4	4	4	4	Pulp Tester 'Q3 07 Optimizer, Conveyors Relief ratio
#2 TMP	5	4	4	4	4	
#3 TMP	4	4	4	4	4	
#4 TMP	5	4	0	0	0	
Day Role	1	2	2	2	0	
Crew Spares	9	6	4	3	3	
Totals	28	24	18	17	15	
#1 Bleach	4	4	4	4	4	Pulp Tester Q3 '07 Optimizer, Offloader Relief ratio
#2 Bleach	5	4	4	4	4	
#3 Bleach	4	4	0	0	0	
Day Role	2	2	2	2	0	
Crew Spares	5	4	3	3	2	
Totals	20	18	13	13	10	

Distribution & Finishing

	Current	2007 May	2008 'Q1	2009 'Q4	2 M/C	Comments
#1 Distribution	4	4	4	4	4	
#2 Distribution	4	4	4	4	4	
#3 Distribution	3	4	4	4	0	
#4 Distribution	4	4	0	0	0	Scanners Q4 '07
#5 Distribution	3	0	0	0	0	Crew Reduction
Day Role	2	1	1	1	0	Dist. Coordinator
Crew Spares	12	6	4	3	2	Relief Ratio
Totals	32	23	17	16	10	
Standard Gauge	4	4	3	3	3	Radio Controls
Crew Spares	2	2	1	1	1	Relief Ratio
Totals	6	6	4	4	4	
#1 Finishing	4	4	4	4	4	
#2 Finishing	5	4	4	4	4	
#1 Core Room	4	4	2	2	2	
#2 Core Room	5	4	0	0	0	Core Saw Q4 '07
Day Role	1	1	1	0	0	Tare Supplies
Crew Spares	9	6	4	3	3	Relief Ratio
Totals	28	23	15	13	13	

Utilities, Offloading & Teeshu

	Current	2007 May	2008 Q1	2009 Q4	2 M/C	Comments
#1 Utilities	4	4	4	4	4	Conveyors 2nd Class Relief Ratio
#2 Utilities	5	4	4	4	4	
#3 Utilities	4	4	4	4	4	
#4 Utilities	5	4	4	4	4	
Day Role	1	1	1	1	1	
Crew Spares	9	9*	6	4	4	
Totals	28	26	23	21	21	
#1 Offloading	4	4	4	4	4	Integration Relief Ratio
#2 Offloading	5	4	4	4	4	
Captains	5	2	2	2	2	
Whalers	4	0	0	0	0	
Crew Spares	3	4	4	3	3	
Totals	21	14	14	13	13	

Technical and LRP

	Current	2007 May	2008 Q1	2009 Q4	2 M/C	Comments
Technical	12	11	9	9	6	
Training & Relief	22	TBD	TBD	10	5	

Other Considerations:

- Ash hauling- Still to be decided as to where the Ash truck and two people will be assigned.

Maintenance Organization

<u>Trade</u>	<u>End of 2006</u>	<u>May 1st 2007</u>	<u>Jan 1st 2008</u>	<u>End of 2009</u>
Electrician	37	36	33	26
Instrument	18	18	18	13
Millwright	57	56	52	48
Pipefitter	23	21	18	18
Machinist	5	4	3	3
HD Mechanic	5	5	4	4
Refrigeration	0		1	1
Welder	14	12	11	1
Carpenter	3	3	3	1
Sheet Metal	4	3	3	1
Painter	2	2	1	1
Lagger	1	1	1	1
Mason	2	2	2	1
Total :	171	163	150	119
Lubrication	12	9	8	1
Asbestos Workers	2	2	2	0
Trades Utility	1	1	1	0
Tool Crib	1	1	1	1
Stores	8	7	6	6
Yard	10	8	8	8
Janitor	8	8	6	6
Total :	42	36	32	22
Total :	213	199	182	141
Reductions		14	17	41

Local 76 Summary

	Current	2007 May	2008 Q1	Future 3 M/C	2 M/C	Comments
Operations & Technical Total	175	145	113	106	90	
Janitor, Stores, Yard, Lubrication, Asbestos, Tool Crib Total	45	37	32	20	16	Ash hauling included
Trades Total	168	151	137	118	101	
Relief	22	30	20	10	0	
Leadership Roles	[2]	[2]	[2]	[2]	[1]	President, Safety Director
Local 76 Totals	410	47 363	61 302	48 254	48 207	

Summary of Workplace Changes

Local 76

In consideration of the following workplace changes:

- Adoption of the 42 hour work week for Local 76 shift operation
- Elimination of unpaid time off (leave to complete) for shift operation
- Commitment from Local 76 to full flex
- Amendments to the posting & transfer agreements
- Amendments to the apprenticeship agreement
- Amendments to the Captains LOU

In return for the above, the Catalyst Management Team will recommend that Early Retirement Severance Packages be given to Local 76

Murray's Vision

Items Implemented or Agreed To

- Hours of Work – 37 1/3 Work Week
- Hours of Work – Current Day & Shift Workers Agreement
- Accountability & Performance Management
 - Maintenance Wage Delegate Joining Maintenance Management Team

Items Being Discussed

1. Organizational Structure & Alignment
2. Maintenance Trades Vacations
3. Posting & Transfer Agreements
4. Apprenticeships
5. Full Flex and Multi-Ticketed Tradespersons
6. Streamlining of “non tool time” activities
7. Cost Savings:
 1. Demolition - Capital Crew
 2. Temporary Tradespersons
8. Change Management Relief of Maintenance Supervisors and Planners
9. Hybrid Supervision (Staff or Hourly)
10. Hours of Work – Compressed Work Week

Apprenticeship Starts Required to Support a 2 PM Operation in 2011

Trade	2007	2008	2009	2010	2011	Total
HD Mechanic - Welder					1	1
Industrial Electrician	5	1	1	5		12
Millwright-Welder			3	6	6	15
Pipefitter-Welder	3	4				7
5 Year Total	8	5	4	11	7	35

- **Subject to reaching agreement on amendments**

Approval Timetable

- Fri, Jan 26 – Reach agreement from Local 76 on workplace changes
- Mon, Jan 29 – Request to Board of Directors sent to Vancouver
- Tues, Feb 6 – Board of Directors mail-out
- Tues, Feb 13 – Board of Directors meeting

Executive Recommendation

That Local 76 membership support the Wage Delegates in their efforts to mitigate the effects of the Catalyst Downsizing for 2007